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Staff Management is the employer for purposes of payroll processing, payment of applicable payroll taxes, the W-2, the W-4, and some compliance, workers compensation coverage and employee benefit programs, such as health, dental, term life and disability insurance. This plan allows us to count on Strategic to administer our payroll and help us with human resource matters. Technically, we put our employees on their payroll so that we can benefit from savings generated on the economies of scale which are reflected on health insurance premiums. The other point is, that, coupled with the fact that they could offer benefits equal or better to what the big employers in town were providing, and so it's a situation where the employees have an opportunity to have better benefits. Our small businesses have the opportunity to count these leased employees as employees and qualify for the business incentives. I think that...I know there's some committee amendments but certainly I think this puts us...puts some of the smaller businesses on equal footing that I believe was meant to be there. It was just something that currently is in place that prevents that from happening. I know it's...this came out of the Revenue Committee. I do believe it was an issue that they looked at last year so this is the second year. And I think it goes a lot to offering incentives for those types of businesses that we know are on our Main Streets in many of our communities, and not only that, assist the employees of those companies so that they may participate in a better insurance package and benefits. So with that, I will answer any questions. And I do want to thank Senator Engel for prioritizing this bill so that we could have...address it this session, and thank him for doing that. Thank you.

SENATOR SCHIMEK: Thank you, Senator Bohlke. Senator Wickersham, on the committee amendments.

SENATOR WICKERSHAM: Thank you, Madam President. The committee amendments are very simple. They simply provide an effective date for the bill so that it would pertain to all contracts signed on and after January 1, 1999. Senator Bohlke has an amendment to the committee amendment that does the same thing but is more extensive in its language and phraseology to take care of concerns that were raised by the Department of Revenue once the bill was reported to the floor and the committee